

Performance Evaluation System (PES)



**CWO4 A. S. Jackson
SgtMaj Doug Castle
MMSB-30**



Topics of Discussion

- PES Objectives
- Organization and Mission
- Automated Performance Evaluation System (A-PES)
- General Rules
- Responsibilities
- Compliance Issues
- Selection Board Information
- Points of Contact



References

- U. S. Navy Regulations 1990, Article 1129 and 1122
- Marine Corps Manual
- **Performance Evaluation System (PES) Manual (MCO P1610.7E)**
- Performance Evaluation Appeals (MCO 1610.11C)
- Marine Corps Physical Fitness Test/Body Composition Program (MCPFTBCP)(MCO P6100.12)



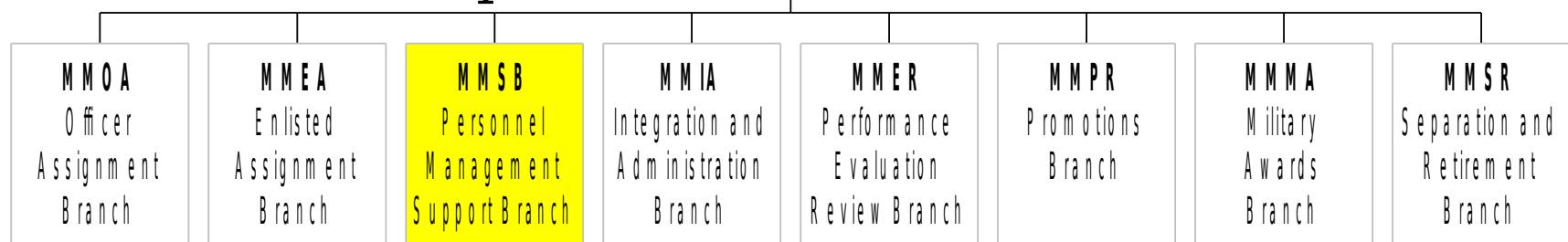
PES Objectives

- Ensure accurate, honest, and consistent reporting.
- Prevent inflation.
- Ensure timely receipt of reports.
- Ensure accuracy of official records.
- Provide info for selection boards.



Personnel Management Division (MM) Organization

Manpower Management, under the direction of the Director, Personnel Management Division, is responsible for the administration, retention, distribution, appointment, evaluation, awarding, promotion, retirement, discharge, separation, and service records of commissioned officers, warrant officers, and enlisted personnel of the Marine Corps and Marine Corps Reserve.





A-PES

- Web-based accessable via Marine On Line (MOL)
 - Any Marine or reporting official
 - Non-Marines can obtain MOL accounts



A-PES Features

- MCTFS Interface - Section A pre-populated
- Improves administrative accuracy
 - 97% of A-PES reports are accurate
 - 50% of WinFE reports are accurate
- Worksheets retained for 18 months
- Reports retained for 90 days after completion
- Command Reviewer, Trusted Assistant, and Batch Processing Functionality

A-PES Access



Resources - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Home Search Favorites Media

Address https://tfas.mol.usmc.mil/TFAS/switchModule.do?prefix=&page=/navigation.do%3FmenuLevel%3D1&ActionForward=resources Go

MARINE ONLINE

CIV DOREEN Y. MARUCCI | Logout | Help

Home | Resources | A Few Good... Links | Users Manual |

External Resources

- Automated Performance Evaluation System (APES)
- Monitor Contact Page (MASS)
- By Name Assignments (BNA)
- Reserve Duty OnLine (RDOL)
- Web Orders (WO)
- DITY Move Claim Search (DITY)

v 2005.3.00 TFAS.TFAS71A.3 29 Apr 2005 @ 0700

Internet

A-PES Welcome Page

A-PES (Automated Performance Evaluation System) - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back × Search Favorites Media Go

Address https://144.251.52.11/a-pes/

A-PES
Automated Performance Evaluation System

Main FITREP MROW Options Help Contact Privacy Logout Friday, April 29, 2005

A-PES 2.1 VERSION ANNOUNCEMENT A-PES Version 2.1 was fielded on 20 Mar 2005.
Users now have the capability to prepare and process adverse reports via A-PES. Because of the version upgrade, adverse reports created before 20 Mar 2005 cannot be processed through A-PES.

Welcome To A-PES, MARUCCI

The Automated Performance Evaluation System (A-PES) recognizes and enables the Marine Corps' vision of a seamless electronic means of creating and submitting Fitness Reports (FITREPS) through the appropriate chain of command and on to Headquarters Marine Corps (HQMC) where, through an interface with the Personnel Management Support Branch's (MMSB) current Back Office System, the reports will be placed onto a Marine's Official Military Personnel File (OMPF) and available to any promotion or school board that may require the information.

A-PES provides an accurate, synchronized, and timely system for FITREP information in support of the Marine Corps performance evaluation process.

To Begin Using A-PES:
Choose either the **FITREP** or the **Marine Reported On Worksheet (MROW)** button above.

This is a DoD sponsored website. All DoD computer systems are subject to continuous monitoring in accordance with the Privacy Act Statement: AUTHORITY: 5 USC 301 and 10 USC 5031. Please click on the Privacy button above to read more.

Important Links

- United States Marine Corps
- Marine Online Website
- MMSB Website

Fitness Report Due Dates

PES Order (MCO P1610.7E)

PFT BCP Order (MCO P6100.12)

Frequently Asked Questions (F.A.Q.s)

A-PES Contact Information

MMSB

Commandant of the Marine Corps
Headquarters U.S. Marine Corps (MMSB-30)
2008 Elliot Road
Quantico, VA 22134-5030

Contact MMSB-30

Contact MMSB Webmaster

Done Internet

MRO - MROW Creation Page

A-PES (Automated Performance Evaluation System) - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Home Search Favorites Media

Address Go

 **A-PES**
Automated Performance Evaluation System

Main FITREP MROW Options Help Contact Privacy Logout

Welcome, SGT DEV MRO ONE Tuesday, May 3, 2005

MROW Creation

Create In-Progress My Personal Trusted Assistant

Create A New Marine Reported On Worksheet (MROW)

My Information

SSN: 989898989 Last Name: DEV MRO ONE

MRO / RS Information

① YOUR ROLE
Please select your role for this FITREP
 Marine Reported On (MRO)
 Reporting Senior (RS)

② MRO INFO
Please enter the MRO info for this FITREP
MRO SSN: MRO Last Name:

③ RS INFO
Please enter the RS info for this FITREP
RS SSN:
RS Last Name:

Occasion Information

④ OCC: From Date: (yyyymmdd) To Date: (yyyymmdd)

Fitness Report Due Dates Cancel Create MROW

Done Internet

MROW - 1st Page of MROW

A-PES
Automated Performance Evaluation System

Build 2.1.10 1/12/05 1:00 PM

Main FITREP MROW Options Help Contact Privacy Logout

Welcome, SGT DEV MRO TWO Thursday, January 13, 2005 User Preferences

USMC Marine Reported On Worksheet (MROW): ID# 158712

Create In-Progress My Personal Trusted Assistant

Close Save Save As Refresh Spelling Delete Print Finish

◀ Previous Next ▶

MARINE REPORTED ON:

Last Name:	DEV MRO TWO	Grade:	SGT
First Name:	JOSH	DOR:	20020403 (yyyyymmdd)
Middle Initial:	J	PMOS:	0311
SSN:	979797979	BILMOS:	0311

Enter "NA" if there is no duty MOS for the billet or if the MRO is a student.

NOTE: All SSN and name changes must be performed by your administrative personnel.

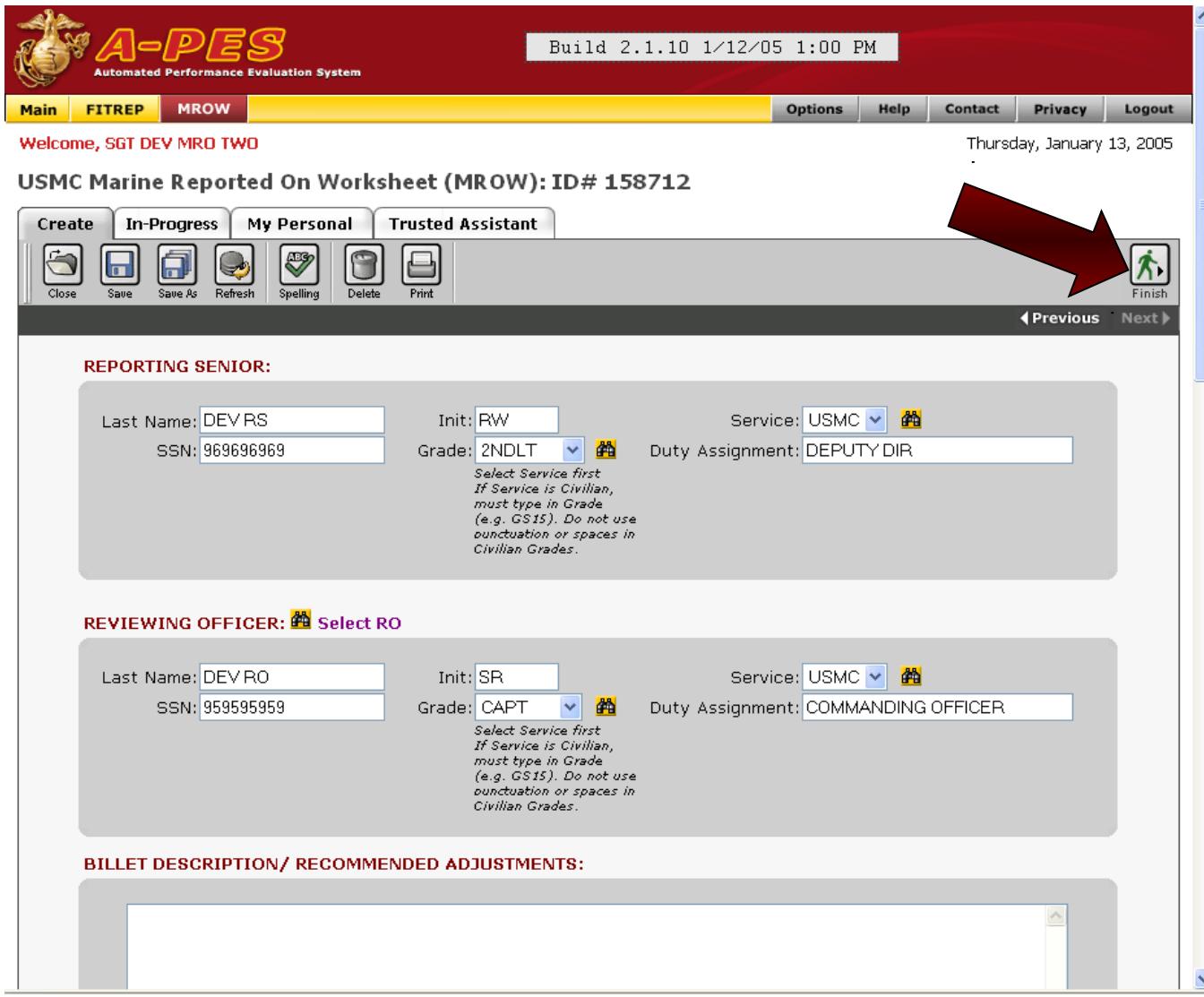
ORGANIZATION:

MCC:	V24
RUC:	13220 Enter "NA" if not applicable.
Unit Description:	E CO 2ND BN 4TH MAR

OCCASION AND PERIOD:

OCC:	CH
From:	20050101 (yyyyymmdd)

MRO - 2nd Page of MROW



A-PES
Automated Performance Evaluation System

Build 2.1.10 1/12/05 1:00 PM

Main FITREP MROW Options Help Contact Privacy Logout

Welcome, SGT DEV MRO TWO Thursday, January 13, 2005

USMC Marine Reported On Worksheet (MROW): ID# 158712

Create In-Progress My Personal Trusted Assistant

Close Save Save As Refresh Spelling Delete Print Finish

◀ Previous Next ▶

REPORTING SENIOR:

Last Name: DEV RS Init: RW Service: USMC  SSN: 969696969 Grade: 2NDLT  Duty Assignment: DEPUTY DIR

Select Service first
If Service is Civilian,
must type in Grade
(e.g. GS15). Do not use
punctuation or spaces in
Civilian Grades.

REVIEWING OFFICER:  Select RO

Last Name: DEV RO Init: SR Service: USMC  SSN: 959595959 Grade: CAPT  Duty Assignment: COMMANDING OFFICER

Select Service first
If Service is Civilian,
must type in Grade
(e.g. GS15). Do not use
punctuation or spaces in
Civilian Grades.

BILLET DESCRIPTION/ RECOMMENDED ADJUSTMENTS:

[Large text area for billet description]

Create Fitness Report

The screenshot shows the A-PES (Automated Performance Evaluation System) interface. At the top, there is a red header bar with the A-PES logo and the text "Build 2.1.10 1/12/05 1:00 PM". Below the header is a navigation menu with tabs: Main, FITREP (which is selected), MROW, Options, Help, Contact, Privacy, and Logout. The main content area displays a "Welcome, 2NDLT DEV RS" message and the date "Thursday, January 13, 2005". A section titled "FITREP Creation" contains a sub-menu with tabs: Create, In-Progress, Completed, My Personal, Batch Process, and Trusted Assistant. Under the Create tab, there are three buttons: "From MROW" (highlighted with a red arrow), "Without MROW", and "Blank". Below this, a section titled "Create Fitness Report (FITREP) Options" lists three options:

- Create FITREP From MROW**: Selecting this button will display a list of Marine Reported On Worksheets (MROWS) from which you can initiate a Fitness Report (FITREP). You will be the designated Reporting Senior (RS) of the MROWS displayed.
- Create FITREP Without MROW**: Selecting this button will allow you, as the RS, to create a FITREP without a MROW on another Marine who is the Marine Reported On (MRO).
- Print Blank FITREP**: Selecting this button will display a blank FITREP in Adobe PDF format. The PDF will open in Adobe Acrobat Reader, and will be presented in a new window.

Create Fitness Report From MROW

 **A-PES**
Automated Performance Evaluation System

Build 2.1.10 1/12/05 1:00 PM

Main FITREP MROW Options Help Contact Privacy Logout

Welcome, 2NDLT DEV RS Thursday, January 13, 2005

FITREP Creation

Create In-Progress Completed My Personal Batch Process Trusted Assistant

MROW From

Create A New FITREP From An MROW

	147435	SGT	DEV MRO ONE	2NDLT	DEV RS	RW	6969	RS	20041106	20041107	AR	17-DEC-2004 RWD	
	147442	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20041106	20041106	TR	06-NOV-2004 JJD	
	147444	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20030315	20041106	TD	15-NOV-2004 RWD	
	147447	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20020304	20030505	TD	06-NOV-2004 WJD	
	147449	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20030205	20040607	TD	06-NOV-2004 WJD	
	147450	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20030101	20040101	EN	06-NOV-2004 WJD	
	150041	SGT	DEV MRO ONE	2NDLT	DEV RS	RW	6969	RS	20040501	20041111	AN	10-NOV-2004 RWD	
	156751	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20050107	20050110	GC	07-JAN-2005 RWD	
	156755	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20050107	20050111	GC	07-JAN-2005 RWD	
	156758	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20050107	20050112	GC	07-JAN-2005 JJD	
	156761	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20050107	20050112	GC	07-JAN-2005 JJD	
	156770	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20050107	20050114	GC	07-JAN-2005 JJD	
	156777	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20050107	20050114	GC	07-JAN-2005 JJD	
	156786	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20050107	20050108	GC	07-JAN-2005 MND	
	156792	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20050107	20050111	GC	07-JAN-2005 MND	
	158712	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20050101	20050228	CH	13-JAN-2005 JJD	

RS - Section A Data

 **A-PES**
Automated Performance Evaluation System

Main FITREP MROW Options Help Contact Privacy Logout

Welcome, 2NDLT DEV RS Thursday, September 8, 2005

USMC Fitness Report (FITREP): ID# 132922

Create In-Progress Completed My Personal Batch Process Trusted Assistant

Close Save Download Preview Spelling Delete Print Addendum Addendum Comments Changes MROW Info

Printed Page: 1 2 3 4 5 Sections: A B C D E F G H I J K L Previous Next ▶

▶ Show Errors (-) ▶ Show Warnings (2) ▶ Show Messages (0)

Marine Reported On	Occasion and Period Covered
LAST NAME: DEV MRO TWO FIRST NAME: JOSH MI: J SSN: 979797979	OCC: CH FROM: 20050824 TO: 20050825

COMMANDANT'S GUIDANCE

The completed fitness report is the most important information component in manpower management. It is the primary means of evaluating a Marine's performance and is the Commandant's primary tool for the selection of personnel for promotion, augmentation, resident schooling, command, and duty assignments. Therefore, the completion of this report is one of an officer's most critical responsibilities. Inherent in this duty is the commitment of each Reporting Senior and Reviewing Officer to ensure the integrity of the system by giving close attention to accurate marking and timely reporting. Every officer serves a role in the scrupulous maintenance of this evaluation system, ultimately important to both the individual and the Marine Corps. Inflationary markings only serve to dilute the actual value of each report. Reviewing Officers will not concur with inflated reports.

A. ADMINISTRATIVE

1. MARINE REPORTED ON:

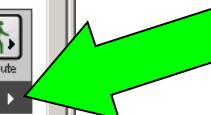
a. Last Name: DEV MRO TWO	e. Grade: SGT
b. First Name: JOSH	f. DOR: 20020403 (yyyyymmdd)
c. Middle Initial: J	g. PMOS: 0311
d. SSN: 979797979	h. BILMOS: 0311

Enter "NA" if there is no duty MOS for the billet or if the MRO is a student.

NOTE: All SSN and name changes must be performed by your administrative personnel.

2. ORGANIZATION:

a. MCC: V24
b. RUC: 13220 Enter "NA" if not applicable.
c. Unit Description: E CO 2ND BN 4TH MAR



RS - Section A Data (cont)

A-PES
Automated Performance Evaluation System

Main FITREP MROW Options Help Contact Privacy Logout

Welcome, 2NDLT DEV RS Thursday, September 8, 2005

USMC Fitness Report (FITREP): ID# 132922

Create In-Progress Completed My Personal Batch Process Trusted Assistant

Close Save Download Preview Spelling Delete Print Addendum Addendum Comments Changes MROW Info

Return Route

Printed Page: 1 2 3 4 5 Sections: A B C D E F G H I J K L Previous Next

Show Errors (-) Hide Warnings (2) Show Messages (0)

WARNINGS

Warnings will not prevent a FITREP from being Routed or Returned.

Section B: Billet Description: Adverse keyword: Provide legal guidance regarding NJP's, discharges, and other
Section B: Billet Description: Adverse keyword: matters pertaining to the good order and discipline of the unit.

Marine Reported On

LAST NAME: DEV MRO TWO FIRST NAME: JOSH MI: J SSN: 979797979 OCC: CH FROM: 20050824 TO: 20050825

Occasion and Period Covered

A. ADMINISTRATIVE (Continued)

10. REPORTING SENIOR:

a. Last Name: DEV RS d. SSN: 969696969

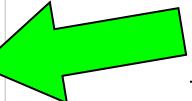
b. Init: RW e. Grade: 2NDLT Select Service first
If Service is Civilian, must type in Grade (e.g. GS15). Do not use punctuation or spaces in Civilian Grades.

c. Service: USMC CAPT f. Duty Assignment: DUTY ASSIGNMENT

11. REVIEWING OFFICER: Select RO

a. Last Name: DEV RO d. SSN: 959595959

e. Grade: CAPT Select Service first



RS - Pages 2-4/Sections D-H

A-PES
Automated Performance Evaluation System

Main FITREP MROW Options Help Contact Privacy Logout

Welcome, 2NDLT DEV RS Thursday, September 8, 2005

USMC Fitness Report (FITREP): ID# 132922

Create In-Progress Completed My Personal Batch Process Trusted Assistant

Close Save Download Preview Spelling Delete Print Addendum Addendum Comments Changes MROW Info Return Route

Printed Page: 1 2 3 4 5 Sections: A B C D E F G H I J K L Previous Next

Show Errors (-) Show Warnings (2) Messages (0)

Marine Reported On Occasion and Period Covered

LAST NAME: DEV MRO TWO FIRST NAME: JOSE MI: J SSN: 979797979 OCC: CH FROM: 20050824 TO: 20050825

D. MISSION ACCOMPLISHMENT

1. PERFORMANCE:

Results achieved during the reporting period. How well those duties inherent to a Marine's billet, plus all additional duties, formally and informally assigned, were carried out. Reflects a Marine's aptitude, competence, and commitment to the unit's success above personal reward. Indicators are time and resource management, task prioritization, and tenacity to achieve positive ends consistently.

ADV	Meets requirements of billet and additional duties. Aptitude, commitment, and competence meet expectations. Results maintain status quo.	Consistently produces quality results while measurably improving unit performance. Habitually makes effective use of time and resources; improves billet procedures and products. Positive impact extends beyond billet expectations.		Results far surpass expectations. Recognizes and exploits new resources; creates opportunities. Emulated; sought after as an expert with influence beyond unit. Impact significant; innovative approaches to problems produce significant gains in quality and efficiency.		
A	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
B	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
E	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
F	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
G	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
H	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. PROFICIENCY:

Demonstrates technical knowledge and practical skill in the execution of the Marine's overall duties. Combines training, education and experience. Translates skills into actions which contribute to accomplishing tasks and missions. Imparts knowledge to others. Grade dependent.

ADV	Competent. Possesses the requisite range of skills and knowledge commensurate with grade and experience. Understands and articulates basic functions related to mission accomplishment.	Demonstrates mastery of all required skills. Expertise, education and experience consistently enhance mission accomplishment. Innovative troubleshooter and problem solver. Effectively imparts skills to subordinates.		True expert in field. Knowledge and skills impact far beyond those of peers. Translates broad-based education and experience into forward thinking, innovative actions. Makes immeasurable impact on mission accomplishment. Peerless teacher, selflessly imparts expertise to subordinates, peers, and seniors.		
A	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
E	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
F	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
G	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
H	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

RS - Section I and RS Certification

 **A-PES**
Automated Performance Evaluation System

Main FITREP MROW Options Help Contact Privacy Logout

Welcome, 2NDLT DEV RS A-PES Contact Information Thursday, September 6, 2000

USMC Fitness Report (FITREP): ID# 132922

Create In-Progress Completed My Personal Batch Process Trusted Assistant

Close Save Download Preview Spelling Delete Print Addendum Addendum Comments Changes MROW Info Return Route

Printed Page: 1 2 3 4 5 Sections: A B C D E F G H I J K L Previous Next

Show Errors (-) Show Warnings (2) Show Messages (0)

Marine Reported On Occasion and Period Covered

LAST NAME: DEV MRO TWO FIRST NAME: JOSH MI: J SSN: 979797979 OCC: CH FROM: 20050824 TO:

I. DIRECTED AND ADDITIONAL COMMENTS

You have entered 0 characters. This field is limited to 1000 characters.

J. CERTIFICATION

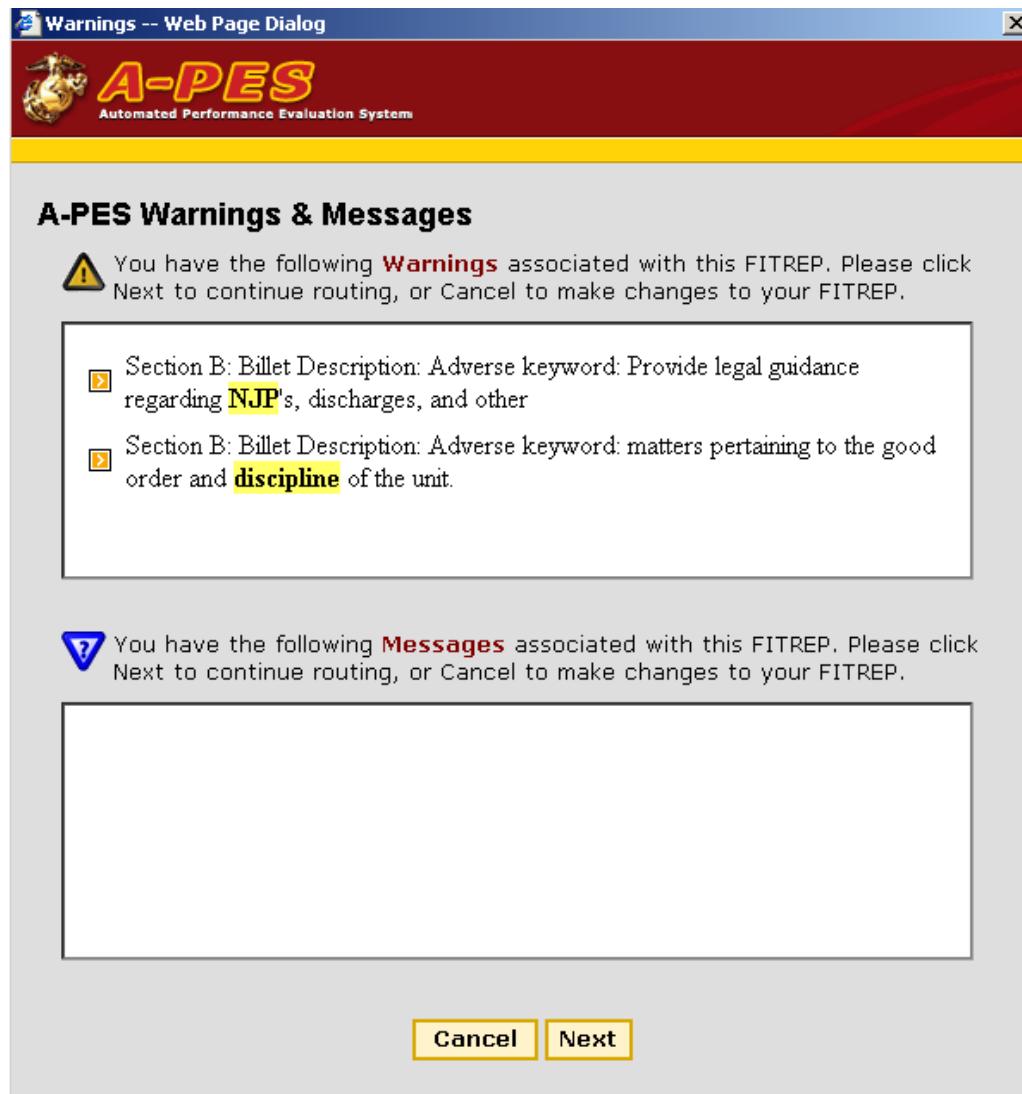
I CERTIFY that to the best of my knowledge and belief all entries made hereon are true and without prejudice or partiality and that I have provided a signed copy of this report to the Marine Reported on.

Signature of Reporting Senior

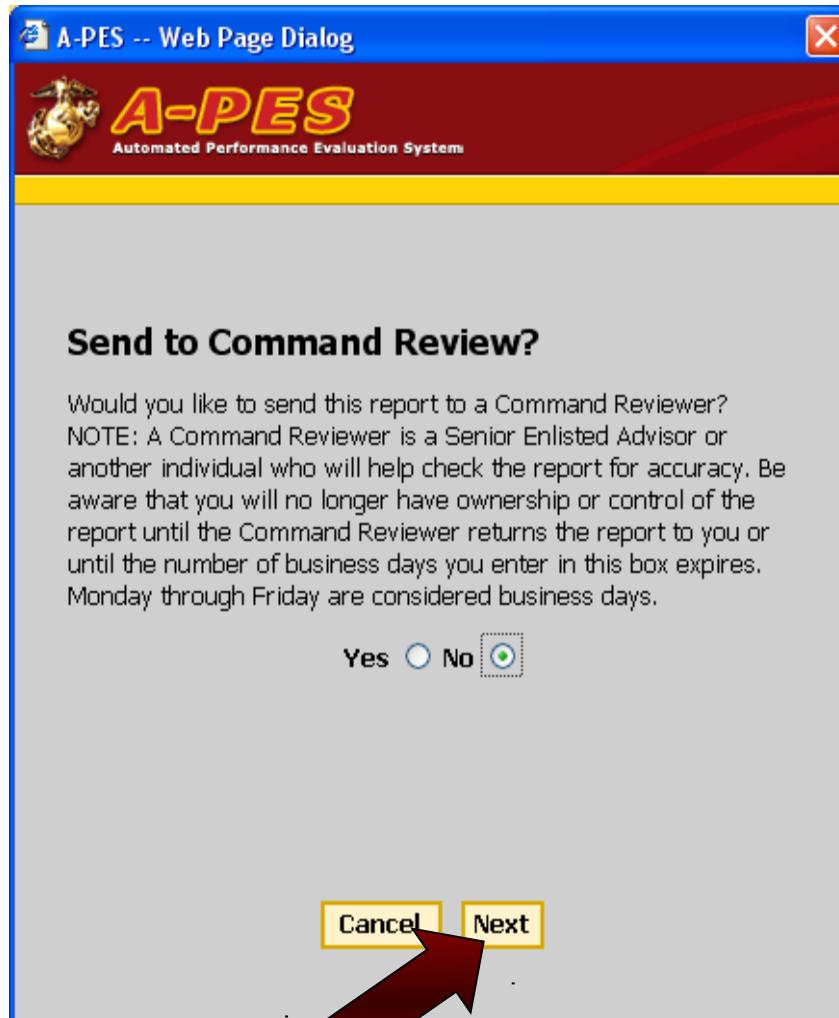
Date in YYYYMMDD format

Either Signs and Routes

RS - Warnings and Messages



Command Review Option



Status Page

 **A-PES**
Automated Performance Evaluation System

Build 2.1.10 1/12/05 1:00 PM

Main FITREP MROW Options Help Contact Privacy Logout

Welcome, 2NDLT DEV RS Thursday, January 13, 2005

FITREP Status

Create In-Progress Completed My Personal Batch Process Trusted Assistant

Edit Preview Delete Print

FITREPs In Progress

ID	Rank	Unit	Category	Dev Type	RS	Start Date	End Date	Status	Comments	Action Buttons			
11621	SGT	DEV MRO TWO	2NDLT	DEV RS	RS	20050110	20050114	GC	RS Working	14-FEB-2005	11-JAN-2005 RWD	<input type="checkbox"/>	<input checked="" type="checkbox"/>
11622	SGT	DEV MRO ONE	2NDLT	DEV RS	RS	20050106	20050110	EN	MRO WORKING	10-FEB-2005	10-JAN-2005 JWD	<input type="checkbox"/>	<input type="checkbox"/>
11626	SGT	DEV MRO ONE	2NDLT	DEV RS	RS	20050108	20050110	TR	RS Working	10-FEB-2005	10-JAN-2005 RWD	<input type="checkbox"/>	<input type="checkbox"/>
11633	SGT	DEV MRO ONE	2NDLT	DEV RS	RS	20050110	20050112	FD	RO Working	12-FEB-2005	11-JAN-2005 RWD	<input type="checkbox"/>	<input type="checkbox"/>
11637	SGT	DEV MRO ONE	2NDLT	DEV RS	RS	20050110	20050111	CH	THIRD OFF WORKING	11-FEB-2005	11-JAN-2005 SRD	<input type="checkbox"/>	<input type="checkbox"/>
11652	SGT	DEV MRO TWO	2NDLT	DEV RS	RS	20050111	20050114	GC	RS Working	14-FEB-2005	11-JAN-2005 RWD	<input type="checkbox"/>	<input type="checkbox"/>
11653	SGT	DEV MRO ONE	2NDLT	DEV RS	RS	20050110	20050111	EN	RS Working	11-FEB-2005	11-JAN-2005 RWD	<input type="checkbox"/>	<input type="checkbox"/>
11656	SGT	DEV MRO ONE	2NDLT	DEV RS	RS	20050111	20050112	TR	RS Working	12-FEB-2005	11-JAN-2005 RWD	<input type="checkbox"/>	<input type="checkbox"/>
11670	SGT	DEV MRO TWO	2NDLT	DEV RS	RS	20050112	20050121	GC	RS Working	21-FEB-2005	12-JAN-2005 JJD	<input type="checkbox"/>	<input type="checkbox"/>
11678	SGT	DEV MRO ONE	2NDLT	DEV RS	RS	20050110	20050112	CH	MRO WORKING	12-FEB-2005	12-JAN-2005 JWD	<input type="checkbox"/>	<input type="checkbox"/>
11682	SGT	DEV MRO ONE	2NDLT	DEV RS	RS	20050111	20050113	CD	MMSB		12-JAN-2005 JWD	<input type="checkbox"/>	<input type="checkbox"/>
11683	SGT	DEV MRO TWO	2NDLT	DEV RS	RS	20050112	20050114	GC	CMD REV Working	14-FEB-2005	12-JAN-2005 RWD	<input type="checkbox"/>	<input type="checkbox"/>
11685	SGT	DEV MRO ONE	2NDLT	DEV RS	RS	20050112	20050114	CD	RO Working	14-FEB-2005	13-JAN-2005 RWD	<input type="checkbox"/>	<input type="checkbox"/>
11691	SGT	DEV MRO TWO	2NDLT	DEV RS	RS	20050101	20050228	CH	RO Working	31-MAR-2005	13-JAN-2005 RWD	<input type="checkbox"/>	<input type="checkbox"/>

Printed Fitness Report

http://apesas2/a-pes/fitreprender.jsp?fitrepid=11691&viewType=displayed&delegatorSSN= - Microsoft Internet Explorer

USMC FITNESS REPORT (1610)
NAVMC 10835A (Rev. 1-01)(P-A-PES 1.0)
PREVIOUS EDITIONS WILL NOT BE USED

DO NOT STAPLE
THIS FORM

COMMANDANT'S GUIDANCE

The completed fitness report is the most important information component in manpower management. It is the primary means of evaluating a Marine's performance and is the Commandant's primary tool for the selection of personnel for promotion, augmentation, resident schooling, command, and duty assignments. Therefore, the completion of this report is one of an officer's most critical responsibilities. Inherent in this duty is the commitment of each Reporting Senior and Reviewing Officer to ensure the integrity of the system by giving close attention to accurate marking and timely reporting. Every officer serves a role in the scrupulous maintenance of this evaluation system, ultimately important to both the individual and the Marine Corps. Inflationary markings only serve to dilute the actual value of each report. Reviewing Officers will not concur with inflated reports.

A. ADMINISTRATIVE INFORMATION

1. Marine Reported On:

a. Last Name	b. First Name	c. MI	d. SSN	e. Grade	f. DOR	g. PMOS	h. BILMOS
DEV MRO TWO	JOSH	J	979797979	SGT	20020403	0311	0311

2. Organization:

a. MCC	b. RUC	c. Unit Description
V24	13220	E CO 2ND BN 4TH MAR

3. Occasion and Period Covered:

a. OCC	b. From	To	c. Type
CH	20050101	20050228	N TEST

4. Duty Assignment (descriptive title):

5. Special Case:

a. Adverse	b. Not Observed	c. Extended
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. Marine Subject Of:

a. Commendatory Material	b. Derogatory Material	c. Disciplinary Action
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. Recommended For Promotion:

a. Yes	b. No	c. N/A
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8. Special Information:

a. QUAL	S E	d. HT(in.)	70	g. Reserve Component	1st
b. PFT	A 300	e. WT	180	h. Future Use	2nd
c. Status		f. Body Fat		i. Future Use	3rd

9. Duty Preference:

a. Code	b. Descriptive Title

10. Reporting Senior:

a. Last Name	b. Init	c. Service	d. SSN	e. Grade	f. Duty Assignment
DEV RS	RW	USMC	969696969	2NDLT	DEPUTY DIR

11. Reviewing Officer:

a. Last Name	b. Init	c. Service	d. SSN	e. Grade	f. Duty Assignment
DEV RO	SR	USMC	959595959	CAPT	COMMANDING OFFICER

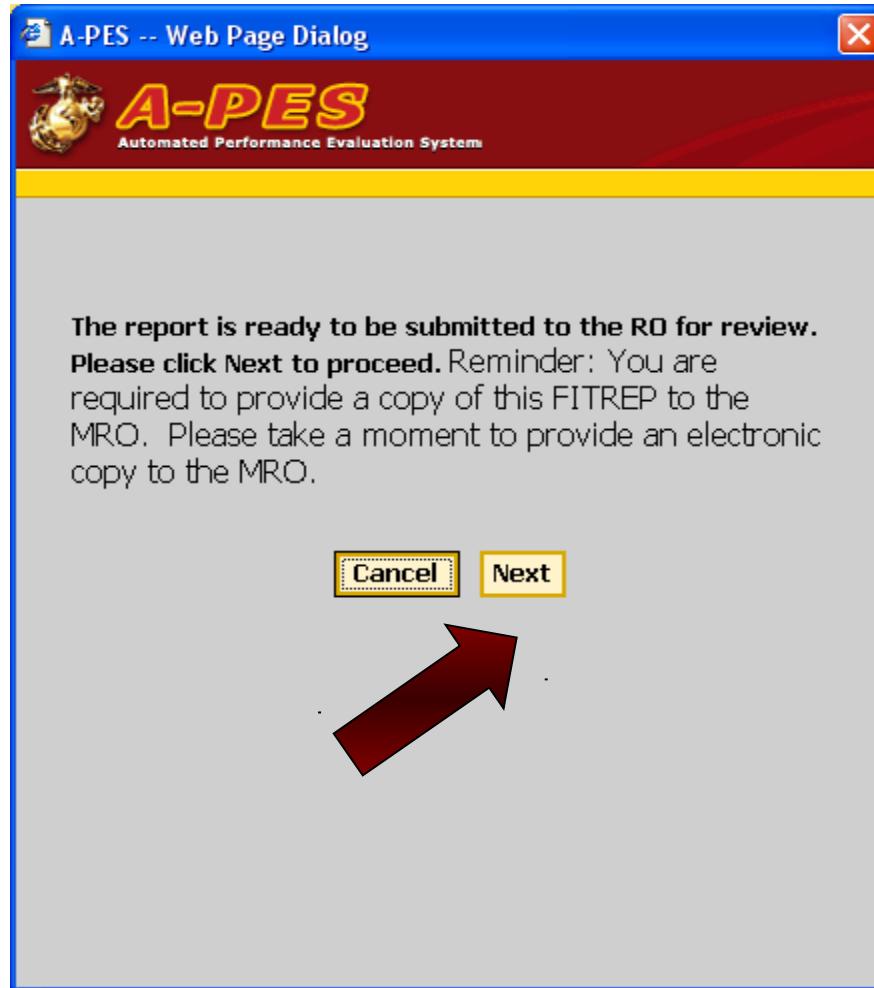
B. BILLET DESCRIPTION

test test

7.99 x 10.43 in

1 of 5

Route to Reviewing Officer



RS Logout



Build 2.1.10 1/12/05 1:00 PM

Logout Successful

You have successfully logged out of A-PES. Please use the link below to return to Marine Online to log back in to A-PES.

 [Marine Online Website](#)

RO - Page 5 / Section K

 **A-PES**
Automated Performance Evaluation System

Main FITREP MROW Options Help Contact Privacy Logout

Welcome, CAPT DEV RO Thursday, September 8, 2005

USMC Fitness Report (FITREP): ID# 132922

Create In-Progress Completed My Personal Batch Process Trusted Assistant

Close Save Download Preview Spelling Delete Print Addendum Addendum Comments Changes MROW Info

Return Route

Printed Page: 1 2 3 4 5 Sections: A B C D E F G H I J K L Previous Next

Show Errors (-) Show Warnings (2) Show Messages (0)

Marine Reported On Occasion and Period Covered

LAST NAME: DEV MRO TWO FIRST NAME: JOSH MI: J SSN: 979797979 OCC: CH FROM: 20050824 TO: 20050825

K. REVIEWING OFFICER COMMENTS

1. OBSERVATION:
 Sufficient Insufficient

2. EVALUATION:
 Concur Do Not Concur

3. COMPARATIVE ASSESSMENT:

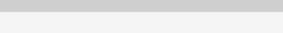
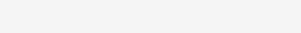
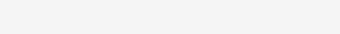
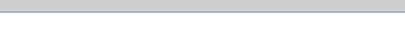
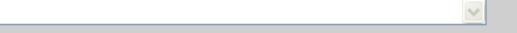
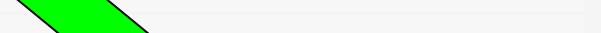
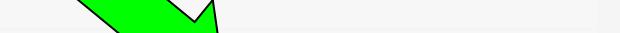
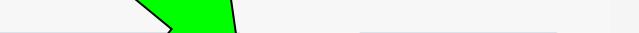
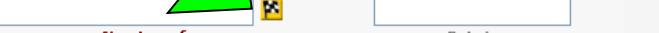
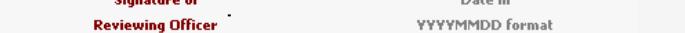
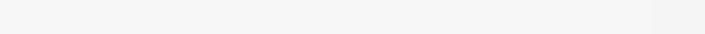
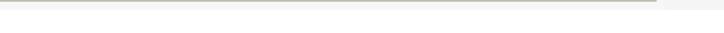
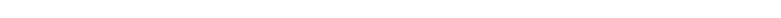
Provide a comparative assessment of potential by selecting the appropriate radio button. In marking the comparison, consider all marines of this grade whose professional abilities are known to you personally.



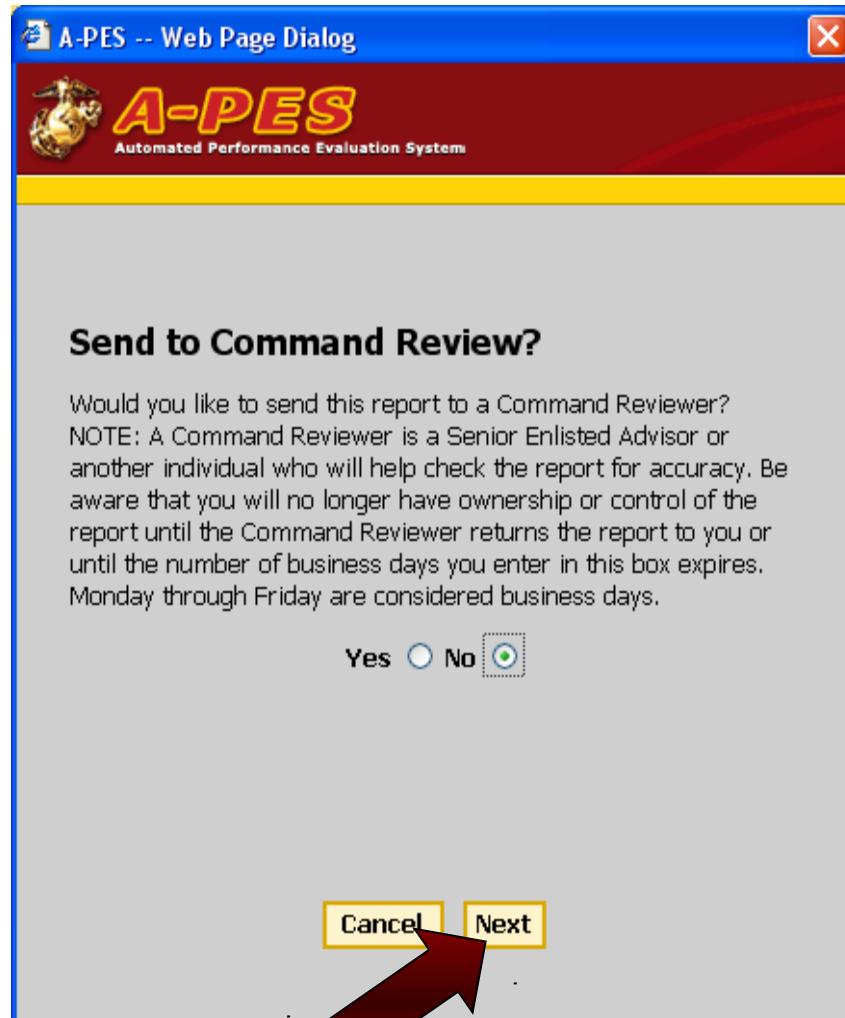
DESCRIPTION	COMPARATIVE ASSESSMENT	
Eminently Qualified Marine	<input type="radio"/>	
One Of The Few	<input type="radio"/>	
Exceptionally Qualified Marines	<input type="radio"/>	
One Of The Many Highly Qualified	<input type="radio"/>	
Professionals Who Form The	<input type="radio"/>	
Majority Of This Grade	<input type="radio"/>	

Scroll
Down

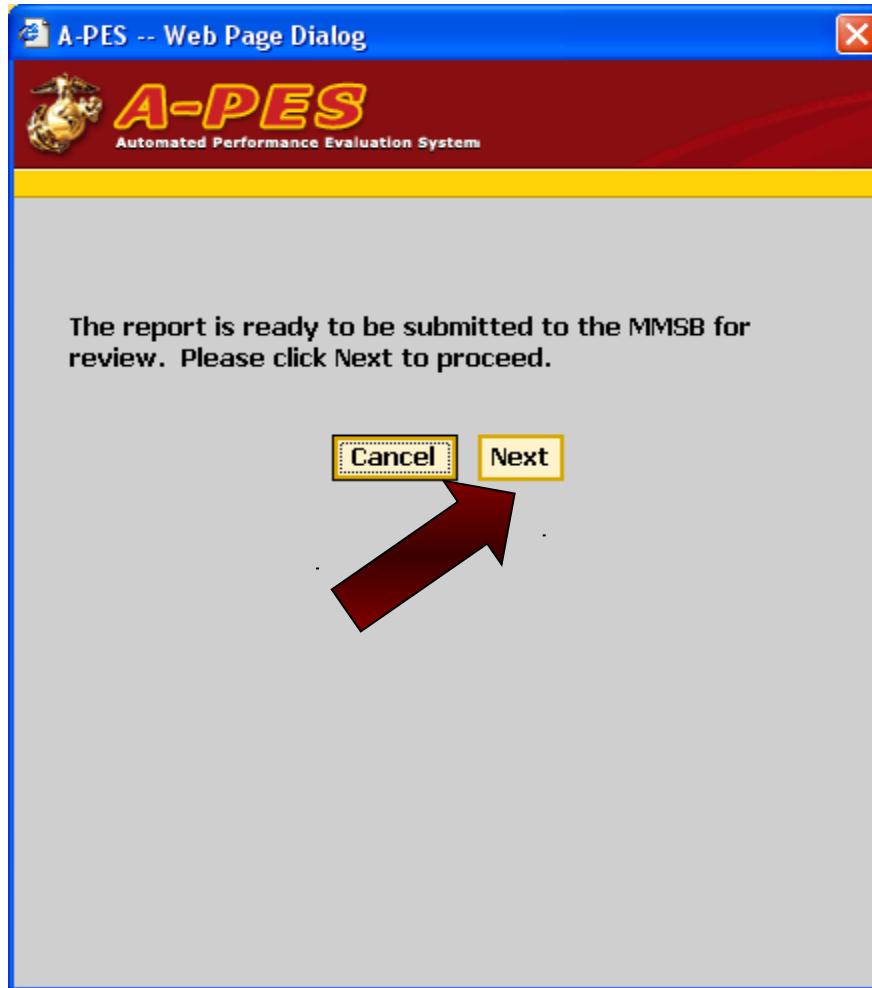
Reviewing Officer Certification

Known to you personally:	
	<p>One Of The Few</p> <p>Exceptionally Qualified Marines</p> <hr/> <p>One Of The Many Highly Qualified</p> <p>Professionals Who Form The</p> <p>Majority Of This Grade</p> <hr/> <p>A Qualified Marine</p> <hr/> <p>Unsatisfactory</p>
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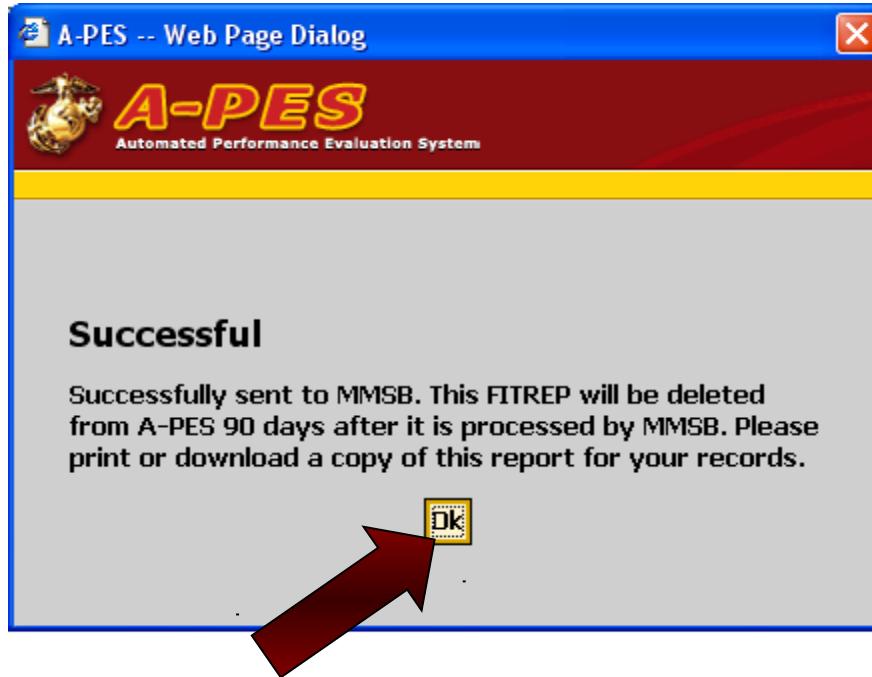
Send for Command Review



Submission to MMSB



Acknowledgment of Submission to MMSB



Trusted Assistant

 **A-PES**
Automated Performance Evaluation System

Build 2.1.11 1/13/05 8:30 AM

Main FITREP MROW Options Help Contact Privacy Logout

Welcome, LTCOL DEV SMR Tuesday, January 18, 2005

Trusted Assistant

Create In-Progress Completed My Personal Batch Process Trusted Assistant

 Delegate  Status  From MROW  Without MROW

Displays options allowing you to delegate Batch Processors, create and manage Batch Process templates and create Batches of up to 100 FITREPs at a time.

Trusted Assistant Options

 **Delegate Trusted Assistants**
Use this button to delegate Trusted Assistants to generate FITREPs for you on your behalf.
Note: Delegate Trusted Assistants apply to both MROW and FITREP actions.

 **Check Status of Trusted Assistant FITREPs**
Selecting the 'Check Status' button will allow you to manage all FITREPs that you are a Trusted Assistant on.

 **Create FITREP From MROW**
Selecting the 'From MROW' button will display a list of all MROWS from which you can initiate a FITREP. You will only be able to see MROWS for which you are the designated Trusted Assistant.

 **Create FITREP Without MROW**
Selecting the 'Without MROW' button will allow you, as the Trusted Assistant, to create a FITREP with a MROW on another Marine who is the MRO.

NOTE: Please refer to the Trusted Assistant User Manual in the Help menu for a step by step guide.



General Rules

- A-PES does not nullify requirement to counsel MRO throughout reporting period.
- 90 or more days normally required for an observed fitness report.
- Justification required for observed fitness reports of 89-days or less.
- Not observed reports can be rendered adverse.
- Completed reports due to HQMC 30-days after reporting period ends.



Reporting Chain

- Reporting Senior (RS)
- Reviewing Officer (RO)
- Third Officer Sighter (3OS)
 - **Adverse reports only**
- Senior Marine Representative (SMR)
 - **Non-Marine RS and RO external to the Marine Corps reports only**
- **Commandant of the Marine Corps (MMSB-30)**

Note: The MRO is not part of the reporting chain.



Command Responsibilities

- Review reports at command level.
- Ensure reports adhere to PES policy.
- Ensure reports do not contain inflated markings.
- Ensure reports contain sufficient justifications, as applicable.
- Ensure reports do not contain unwarranted comments.
 - Free of ambiguities
 - Free of innuendos
 - No “velvet knives”
- Ensure reports arrive to HQMC on time.



MRO Responsibilities

- Possess a clear understanding of his or her role in accomplishing the unit's mission.
- Possess a general understanding of the PES.
- Submit billet description to RS within the first 15-days of the reporting period.
- Submit summary of accomplishments to RS prior to end of reporting period.



RS Responsibilities

- Establish, formalize, and review billet description at outset of reporting period utilizing MRO worksheet.
- **Counsel MRO on duties, responsibilities, and RS's expectations throughout the reporting period.**
- Provide in-depth observation of MRO's performance, professional qualities, and potential.
- Ensure accuracy of sections A thru I.
- Forward report to RO in a timely manner.



RO Responsibilities

- **Educate subordinates on fitness report responsibilities, PES policy, and proper evaluation methods.**
- Make every effort to know professional capabilities of the MRO.
- Take corrective action to eliminate inflated and late reports.
- Complete section K, as applicable.
- **Ensure accuracy and timely submission of reports.**



RO Responsibilities (cont)

- Non-Marine RS/RO (external to USMC)
 - Forward report to SMR for review
- **Assess adverse reports and adjudicate factual differences between RS's evaluation and MRO's statement.**
- **Forward adverse report to Third Officer Sighter.**



3OS Responsibilities

- Sight all adverse fitness reports.
- **Take action to resolve inconsistencies and disagreements when MRO's statement disagrees with RO as to matters of fact.**
- Take action to determine validity of new info when MRO's statement adds new info that RO did not previously address.
- If 3OS comments add new adversity refer report to MRO for acknowledgment.



SMR Responsibilities

- Provide non-Marine RSs and ROs guidance and education on PES policy.
- Review all reports for administrative correctness.
- May comment on the MRO, if desired.
 - Observation pertinent to billet assignment and mission accomplishment.
 - “Whole Marine” Concept
 - Marine Corps standards, values, and professional growth exhibited.



CMC Policy Compliance

To maintain the integrity of the PES MMSB-30 will monitor how well reporting officials are performing their duties and proactively identify, notify, and educate reporting officials displaying undesirable reporting trends indicating gaming, inflation, untimely submission of reports, inaccurate reporting, and procedural errors.



Trends

- Failure to provide MRO copy of report
- **Failure to use the MMSB website to eliminate date gaps (Proceed/Travel/Delay)**
- Failure of RS/RO to certify reports
- Failure to generate To Temporary Duty (TD) reports
- **Inaccurate and incomplete height/weight/BF/PPFT**
- Failure to complete sections B and C
- **Negative and evaluative comments made in section C (Billet Accomplishments)**



Trends (cont)

- “Effectiveness Under Stress”, “Courage”, and Leadership (3) not evaluated.
- Adverse reports not referred to MRO for acknowledgment.
- Adverse report not adjudicated properly by RO or 3OS.
- Adverse reports not referred to 3OS for action.
- Failure to use senior enlisted advisors in evaluation process.
- Superior marking justifications not concrete, substantive, verifiable, or quantitative.



Marking Philosophy Considerations

- Grade, experience in grade, and accumulated experience as a Marine.
- Performance for a defined period and specific set of duties and responsibilities.
- Understand personal ability and individual performance over a course of career develops a record of merit.
- No deficiencies in any given area does not mean a Marine rates an “F” or “G”.



Marking Philosophy Considerations (cont)

- RS must accurately evaluate each Marine in context of time and circumstance to provide the CMC a clear picture of MRO's performance.
- RS must not inflate performance.
- RS must understand “D” thru “G” not to find fault, nor to puff-up competency, but objectively evaluate Marines on their own merits.
- Reporting officials must understand that combat and non-combat reports need to be treated the same.

******It's about performance******



Performance Anchored Rating Scales (PARS)

A-PES
Automated Performance Evaluation System

Build 2.1.10 1/12/05 1:00 PM

Main FITREP MROW Options Help Contact Privacy Logout

Welcome, 2NDLT DEV RS Thursday, January 13, 2005

USMC Fitness Report (FITREP): ID# 11691

Printed Page: 1 2 3 4 5 Sections: A B C D E F G H I J K L ◀ Previous Next ▶

Marine Reported On Occasion and Period Covered

LAST NAME: DEV MRO TWO FIRST NAME: JOSH MI: J SSN: 979797979 OCC: CH FROM: 20050101 TO: 20050228

D. MISSION ACCOMPLISHMENT

1. PERFORMANCE:

Results achieved during the reporting period. How well those duties inherent to a Marine's billet, plus all additional duties, formally and informally assigned, were carried out. Reflects a Marine's aptitude, competence, and commitment to the unit's success above personal reward. Indicators are time and resource management, task prioritization, and tenacity to achieve positive ends consistently.

ADV	Meets requirements of billet and additional duties. Aptitude, commitment, and competence meet expectations. Results maintain status quo.	Consistently produces quality results while measurably improving unit performance. Habitually makes effective use of time and resources; improves billet procedures and products. Positive impact extends beyond billet expectations.	Results far surpass expectations. Recognizes and exploits new resources; creates opportunities. Emulated; sought after as an expert with influence beyond unit. Impact significant; innovative approaches to problems produce significant gains in quality and efficiency.			N/O
A	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. PROFICIENCY:

Demonstrates technical knowledge and practical skill in the execution of the Marine's overall duties. Combines training, education and experience. Translates skills into actions which contribute to accomplishing tasks and missions. Imparts knowledge to others. Grade dependent.

ADV	Competent. Possesses the requisite range of skills and knowledge commensurate with grade and experience.	Demonstrates mastery of all required skills. Expertise, education and experience consistently enhance mission accomplishment. Innovative troubleshooter and problem solver. Effectively imparts skills.	True expert in field. Knowledge and skills impact far beyond those of peers. Translates broad-based education and experience into forward thinking, innovative actions. Makes immeasurable impact on mission.			N/O
ADV						



Adverse Markings

- Attribute marking of “A” must clearly describe nature and condition of the observed poor performance.
- *Do not use the report as a counseling tool to address poor performance.*
- Do not report minor flaws or mistakes unless they are significant enough to effect MRO’s initiative and leadership potential or hinder mission accomplishment.
- *Do not comment on minor limitations, shortcomings, and occasional lapses, or weaknesses in an overall positive performance.*



Adverse Comments

- *"Sometimes he is absolutely brilliant in the things he did, and at an equal number of times he was terribly disappointing."*
- *"Although MRO puts forth efforts, he is well behind his peer group."*
- *"...has ability to become a good NCO if he applies himself and utilizes initiative."*
- *"...needs to learn to delegate, rather than trying to do everything himself."*
- *"Working on honing skills required of a staff officer-especially commander's intent."*
- *"...has reached his culminating point as a Marine Corps Officer."*



Distinguished Marks

- “F” and “G” mean exceptional sustained performance throughout reporting period.
- Support superior markings with concrete examples.
 - ***Do not restate the attribute!!!!***
- Require justifications that withstand three tests:
 - ✓ Verifiable
 - ✓ Substantive
 - ✓ Quantifiable (Where Possible)



Distinguished Marks (cont)

- Rarely should isolated incidents merit a marking in either block.
- “G” marking should reflect a truly extraordinary level of performance observed.
- **Multiple “F” or “G” markings in one section with one justification not appropriate.**



Examples of Unacceptable Justifications

PERFORMANCE: "F" MARKED

Superb performance during this period that exceeded expectations. Best Marine I have observed in my 22 years in the Corps. Can be counted on to accomplish any mission with minimal supervision. MRO's efforts during this period was outstanding and led to success levels never seen by the FDC in this command. Peerless. Promote.

INITIATIVE: "F" MARKED

Distinctly observed by myself as the one disbursing chief in this command that is not afraid to make a decision without asking questions on the proper course of action. He is confident in his abilities and can back it up with action. Solves critical issues before they become serious problems.



Examples of Acceptable Justifications

PERFORMANCE : "F" MARKING

Implemented procedural changes within the FDC that resulted in an increase in timeliness and safety of computations. Instituted a policy that required gun sections to read back the announced firing charge. As a result, the Battery had zero firing incidents.

Developed a method of transmitting firing timeliness to gun sections via gun display units that increased speed of the battery's fire support and prevented transposition of digits that occur during transmission of voice fire commands.

INITIATIVE: "F" MARKING

Pensacola, NAS caused unexpected travel settlements to post to T&E acct. Contacted HQMC/Pensacola and adjusted T&E procedure for aviation students to allow schoolhouse to request appropriation data directly from T&E, where others are required to make requests through HQMC. Efforts led to 100% reduction in unexpected travel orders originating at Pensacola. Solution will remain in place until HQMC adjusts travel regulations associated with Marines in initial accession training pipeline.



RS Profile

Reporting Senior
Fitness Report List

CWO3 JOHNNY B. GOODE

Reporting Senior SSN: 000000000

As of: 20050902

MRO SSN (Last Four)	Last Name	From Date	To Date	Occ	FitRep
Avg					

MSGT

1234	Smith	01 Dec 01	08 Jun 02	AN	4.85
2235	Jones	01 Oct 01	30 Nov 01	TR	4.36
3456	Thomas	01 Dec 00	17 Sep 01	TR	2.92
4432	Brown	01 Sep 99	30 Nov 00	GC	2.54

Average By MRO Grade:

3.66

GYSGT

9876	Green	22 Jan 01	20 Jun 01	AN	5.79
8765	Black	01 May 02	31 Aug 02	CH	
5.07					
7676	White	01 Jul 01	01 Oct 01	GC	4.85
7676	White	03 Jul 00	30 Jun 01	AN	4.07



RO Profile

Reviewing Officer
Fitness Report List

COL JOHN M. MARINE

Reporting Senior SSN: 000000000

As of: 20050902

MRO SSN (Last Four) Assessment	Last Name	From Date	To Date	Occ	RO
Mark					
MAJ					
1234	Smith	01 Dec 01	08 Jun 02	AN	6
2235	Jones	01 Oct 01	30 Nov 01	TR	5
3456	Thomas	01 Dec 00	17 Sep 01	TR	5
4432	Brown	01 Sep 99	30 Nov 00	GC	4
CAPT					
9876	Green	22 Jan 01	20 Jun 01	AN	7
8765	Black	01 May 02	31 Aug 02	CH	
5					
7676	White	01 Jul 01	01 Oct 01	GC	4
7676	White	03 Jul 00	30 Jun 01	AN	4

MASTER BRIEF SHEET

PAGE 1 OF 1
CREATED: 26 APR 2005

***** ADMINISTRATIVE INFORMATION (ORIGINATES FROM MCTFS - CONTACT YOUR ADMIN SECTION FOR CORRECTIONS) *****

NAME		SSN	GRADE	RANK	LCN	DOR	TIG	CURRENT DUTY ASSIGNMENT					BILLET DESCRIPTION			DCTB					
MARINE, JOHN S.		123456789	O4	MAJ	12345678	19990501	5yr. 11mo	US Central Command					J-3 Future Ops Officer			20030717					
KEY DATE SUMMARY		AWARDS			MILITARY OCCUPATIONAL SPECIALTIES								TRAINING SUMMARY			LANGUAGES					
DEAF	19890702	MM	1		PMOS	0302	Infantry Officer		AMOS4				RIFLE	E/340	19980915	1994	French				
TIS	15yr. 11mo.	NC	2		AMOS1	0602	Communications Officer		ACQ				PISTOL	M/340	19980915	1990	Spanish				
PEBD	19890520	NA	1		AMOS2				JOINT				PFT	A/289	20030922						
AFADBD	19890520				AMOS3				BMOS	9910	Unrestricted Officer		MCMAP	TAN	20030815						
OSCD	19950115	EDUCATION SUMMARY								PME											
ACC COMM	19890520	CIVILIAN				MILITARY															
DOR COMM	19890531	1990	BA, Biology	1993	Winter Mountain Leader					2002	Command & Staff Non-Res										
DOR LDO		1986	Associates Deg	1993	Summer Mountain Leader					1997	AWS Ph II										
DSG PILOT		1982	HS	1987	Airborne					1995	AWS Ph I										
DCADB	19890520			1990	Assault Climbers					1994	Warfighting Skills Prog										
EAS				1990	Infantry Officer (TBS)																
				1989	Basic School																

***** PERFORMANCE EVALUATION SUMMARY *****

ADMINISTRATIVE SUMMARY				REPORTING SENIOR MARKINGS												REVIEWING OFFICER MARKINGS												
Grade	OCC	From	Months	Billet Description			Reporting Senior	Per	Pro	Cou	Eff	Ini	Lea	Dev	Set	Ens	Co	PME	Dec	Jud	Eva	Reviewing Offic	RO marks - same grade at processin	Obser	Concur	RO marks - same grade cumulative		
BMOS	Type	To	Cor	Ad	Command		Promote	Reports	RPT Avg	RS Avg	Rs High	RPT at High	RV at Prod	Cum RV														
Capt	GC	1998080	9	Company Commander			LtCol Stickler	C	C	B	B	C	C	B	C	C	B	B	B	C	H	Col Curliss	0/1	0/2	1/3	3/4	2/5	1/6
0302	N	1999050	X	1st Battalion 2d Marines			Yes	14	of	17	2.53	2.25	2.82	1	94.60	96.00			Suff	Yes	0/1	1/2	9/3	12/4	23/5	11/6		
Maj	AN	1999050	3	Operations Officer			LtCol Gamer	C	C	C	H	C	C	H	C	H	B	H	C	C	H	Col Curliss	0/1	0/2	1/3	2/4	2/5	2/6
0302	N	1999080		1st Battalion 2d Marines			Yes	8	of	8	2.88	2.93	3.50	1	89.76	89.76			Suff	Yes	0/1	0/2	1/3	7/4	7/5	5/6		
Maj	CH	1999080	6	Operations Officer			LtCol Highmark	D	F	E	C	E	E	D	D	D	D	E	E	H	Col Monroe	0/1	0/2	1/3	3/4	2/5	1/6	
0302	N	2000011		1st Battalion 2d Marines			Yes	11	of	16	4.46	5.95	6.38	2	83.70	81.8	9		Suff	No	1/1	1/2	2/3	4/4	17/5	12/6		
Maj	TR	2000012	3	BN Executive Officer			LtCol Solo	B	B	C	B	B	C	B	B	C	B	B	C	B	H	Col Monroe	0/1	1/2	1/3	3/4	3/5	1/6
0302	N	2000041		1st Battalion 2d Marines			Yes	1	of	1	2.30	2.30	2.30	1	N/A	N/A			Suff	Yes	1/1	1/2	2/3	4/4	17/5	12/6		
Maj	CH	2000041	12	Commanding Officer			Col Amaker	F	F	F	F	E	F	E	E	E	E	D	D	E	E	BGen Lowbranc	1/1	0/2	3/3	3/4	18/5	20/6
9910	N	2001050	X	MCRS Pittsburg			Yes	21	of	21	5.21	5.12	5.57	1	93.68	93.68			Suff	Yes	2/1	0/2	5/3	7/4	24/5	26/6		
Maj	CH	2001050	14	Commanding Officer			Col Tellall	F	E	E	E	E	F	E	E	E	E	E	E	E	E	BGen Toptree	0/1	1/2	0/3	7/4	38/5	17/6
9910	N	2002070		MCRS Pittsburg			Yes	5	of	8	5.14	5.33	5.86	1	83.87	86.44			Suff	No	0/1	1/2	0/3	9/4	46/5	19/6		
Maj	TR	2002070	12	Commanding Officer			Col Gofigure	C	D	D	D	D	C	D	D	C	D	D	D	D	D	BGen Panzer						
9910	N	2003063	X	MCRS Pittsburg			Yes	7	of	12	3.79	4.42	5.00	1	83.67	80.00			Insuf									



Administrative Summary

ADMINISTRATIVE SUMMARY					
Grade	OCC	From	Months		Billet Description
BMOS	Type	To	Com	Adv	Command
Capt	GC	19980801	9		Company Commander
0302	N	19990503	X		1st Battalion 2d Marines
Maj	AN	19990504	3		Operations Officer
0302	N	19990801			1st Battalion 2d Marines
Maj	CH	19990801	6		Operations Officer
0302	N	20000119			1st Battalion 2d Marines
Maj	TR	20000120	3		BN Executive Officer
0302	N	20000414			1st Battalion 2d Marines



Reporting Senior Markings

REPORTING SENIOR MARKINGS															
Reporting Senior	Per	Pro	Cou	Eff	Ini	Lea	Dev	Set	Ens	Co	PME	Dec	Jud	Eval	
Promote	Reports	RPT	Avg	RS	Avg	RS	High	RPT	at	High	RV	at	Proc	Cum RV	
LtCol Stickler		C	C	B	B	C	C	B	C	C	B	B	B	C	H
Yes	14 of 17		2.53		2.25		2.82		1		94.60		96.00		
LtCol Gamer		C	C	C	H	C	C	H	C	H	B	H	C	C	H
Yes	8 of 8		2.88		2.93		3.50		1		89.76		89.76		
LtCol Highmark		D	F	E	C	E	E	D	D	D	D	D	E	E	H
Yes	11 of 16		4.46		5.95		6.38		2		83.70		81.89		
LtCol Solo		B	B	C	B	B	C	B	B	C	B	B	C	B	H
Yes	1 of 1		2.30		2.30		2.30		1		NA		NA		



SECTION K: Reviewing Officers Comparative Assessment

K. REVIEWING OFFICER COMMENTS

1. OBSERVATION: Sufficient
Insufficient

2. EVALUATION: X Concur Do Not Concur

3. COMPARATIVE ASSESSMENT:
Provide a comparative assessment of potential by placing an "X" in the appropriate box. In marking the comparison, consider all Marines of this grade whose professional abilities are known to you personally.

DESCRIPTION	COMPARATIVE ASSESSMENT
THE EMINENTLY QUALIFIED MARINE	<input type="checkbox"/> 0 
ONE OF THE FEW EXCEPTIONALLY QUALIFIED MARINES	<input type="checkbox"/> 0  <input type="checkbox"/> 1 
ONE OF THE MANY HIGHLY QUALIFIED PROFESSIONALS WHO FORM THE MAJORITY OF THIS GRADE	<input checked="" type="checkbox"/> 2  <input type="checkbox"/> 3  <input type="checkbox"/> 1 
A QUALIFIED MARINE	<input type="checkbox"/> 0 
UNSATISFACTORY	<input type="checkbox"/> 0 

*NUMBERS ELECTRONICALLY
OVERLAID AT TIME OF PROCESSING
(OCT 2001)

*INFORMATION EFFECTIVE AT TIME
PROCESSING AND WILL NOT CHANGE

*INFORMATION WILL SHOW UP ON
OMPf AND DIGITAL BOARDROOM
COPIES OF FITREP

NUMBERS INDICATE TOTAL ASSESSMENTS AND HOW MANY TIMES RO HAS MARKED MARINES OF SAME GRADE ON THAT PORTION OF COMPARATIVE ASSESSMENT TRI



Reviewing Officer Markings

REVIEWING OFFICER MARKINGS								
Reviewing Officer		RO marks - same grade at processing						
Obser	Concur	RO marks - same grade cumulative						
Col Curly		0/1	0/2	1/3	3/4	2/5	1/6	0/7
Suff	Yes	0/1	0/2	9/3	12/4	23/5	11/6	3/7
Col Curly		0/1	0/2	1/3	4/4	9/5	2/6	0/7
Suff	Yes	0/1	1/2	9/3	17/4	27/5	11/6	3/7
Col Moe		0/1	0/2	1/3	3/4	2/5	1/6	0/7
Suff	No	1/1	1/2	2/3	4/4	17/5	12/6	7/7
Col Moe		0/1	1/2	1/3	3/4	2/5	1/6	0/7
Suff	Yes	1/1	1/2	2/3	4/4	17/5	12/6	7/7



HQMC MMSB-30 Points of Contact



DSN 278-3993, COMM (703) 784-3993

Section Head: x3989

Deputy: x3994

SgtMaj: x3996

Head, Policy and Research Unit: x5686

Head, Reserve Matters Unit: X3997

Head, Processing Unit: x3442



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L**

MMSB-30 1-877-301-9953

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(After Hours & Weekends)

Questions?





HQMC Points of Contact



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Deputy: x3994

SgtMaj: x3996

Head, Policy and Research Unit: x3991

Head, Reserve Matters Unit: 3991

Head, Processing Unit: x3442



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(After Hours & Weekends)

Questions?????

